San Francisco Art Institute

EYE

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# BOARD COMMITTEE TO INVESTIGATE HERSTAND

On Tuesday, the student trustees presented to the Board of Trustees the petitions signed by students in the past week. The student vote on the petition to the Board asking for the resignation of Arnold Herstand was: 573 yes, 4 no, 9 abstentions. The student vote on the petition asking for the formation of a special committee to rewrite the By-laws was: 585 yes, 1 no. The student trustees then moved for a vote from the Board on the student petitions.

After calling for Executive Session (Only voting members of the Board were allowed to participate. All staff and guests were excused), a motion was made by Robert Kirkwood which is presented in its entirety below. Much discussion ensued. Both faculty and staff statements and votes were presented to the Board. There was much discussion concerning the timing in which the Ad Hoc committee (established in Mr. Kirkwood's motion) is to investigate and then make known its findings in a special Board meeting. The student trustees will work towards having a decision for the students before the next semester begins. The possibility of moving the week of registration back one week was mentioned in the Board meeting. The student trustees will make every effort to inform the student body of the status of the committee and what next steps the students will need to take. The Ad Hoc committee had its first meeting after the Board meeting. The next meeting is called for December 19th.

PROPOSED MOTIONS BY BOB KIRKWOOD AT THE ART INSTITUTE BOARD MEETING 12/16/75 FOLLOWING PRESENTATION OF STUDENT SENATE REPORT AND MOTION BASED ON PETITIONS

1. Motion to Table.

I move that we lay the prior motion on the Table on terms to be stated in the succeeding motion for which I will request recognition.

Calling for the resignation of the President of any organization is a matter of major significance. In fact, next after selection of the President it is the single-most significant responsibility to be exercised by the Board of Trustees. Despite the lack of formal notice, most trustees were aware that the prior motion would be before us today. Many trustees have not had a realistic opportunity to become informed in order to properly exercise their fiduciary duty. Even those of us who have been exposed to the subject would be hard pressed to reach an informed judgment today.

Everybody's sense of fair play and due process would lead to the conclusion that the President should have an opportunity to prepare for and deal with the issue in the most objective possible forum. Such a forum cannot be obtained where numerous members on the decision-making body have already made up their minds and others have not yet been adequately informed on the issues raised.

There can be no question that the motion made by the students was offered following serious reflection by many individuals and communities within the Institute. It is apparent that the informal approaches to addressing the problems underlying the motion previously attempted have not been sufficient. More formal and thorough proceedings must now be undertaken. All communities of the Institute must now be given an opportunity to be exposed to the underlying concerns and reach their own conclusions. Just as the students wish not to have the administrative element of the Institute making all the decisions, they must recognize that on a decision of this magnitude, the trustees could not merely acceed to student demand.

Therefore, I move that the previous motion be laid on the table.

2. Motion to Establish an Ad Hoc Committee.

I move that an Ad Hoc Committee of the Trustees be formed upon passage of this motion consisting of the following Trustees: Davis (A), Graff (F), Gummere (S), Mundell (G), Robinson (G), Rosenblatt (G), Schreck (G), and Thomas (S).

The charge to the committee is:

A. to evaluate each of the specific charges contained in the material related to the student petition and report it's conclusion as to the specifics thereof and the underlying circumstances to the Board of Trustees;

B. to evaluate the talents of the President, the needs of the Institute, and whether those talents and needs match

C. to make a recommendation to the Trustees as to the procedure in taking the student motion off the table at the time of the committees' report and as to the ultimate action to be taken on that motion.

D. to determine whether any substantial portion of the current conflict results from organic problems with the Institute's bylaws and make recommendations to the Board and to the Governance Committee on how to resolve any such problems.

As to timing, the Committee shall make its report to a special meeting of the Board of Trustees to be called in mid-January and in no event later than at a special meeting in February in which case there shall be an interim report by the chairperson of the Ad Hoc Committee at the Executive Committee meeting in January, which includes a statement of why the final report could not be given at that meeting.

The following are offered as guidelines:

(i) meet December 16, 1975, immediately following the Board meeting and before lunch, at least to set a time for the next meeting and hopefully to select a chairperson.

(ii) meet in executive session and take care to maintain confidentiality of all information received on a confidential basis or where release of the information would be unnecessarily damaging to any individual. The Committee may collect and prepare such written material as it deems significant, generally shall retain it in confidence, and shall determine the extent to which it is to be released or destroyed.

(iii) meet and confer with, interview, solicit and accept evidence and commentary from all individuals and communities involved in the Institute collectively and individually as appropriate.

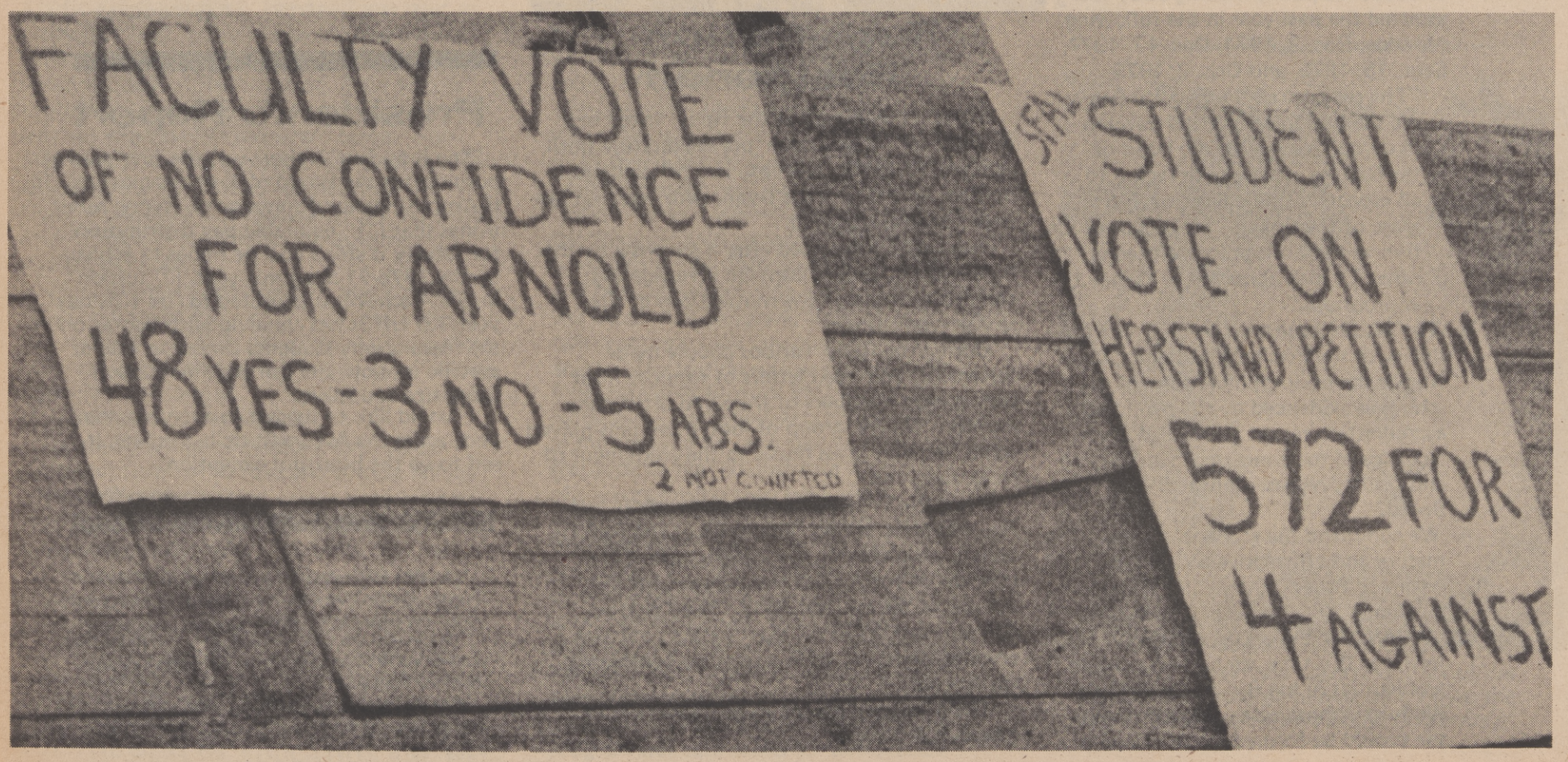
(iv) call on and use the expertise and talents of other trustees individually and collectively by consultation or by inclusion in committee activities as the committee deems appropriate.

(v) attempt to determine whether the concerns and objections expressed are related to the substance of decisions made and approved based on full information or whether the concerns and objections are based on misunderstandings, imperfect communications, or misunderstood motives or objectives. If a combination of the latter causes prevails, does that constitute reason enough for severance of the present relationship? Could these causes be remedied, and how?

(vi) At least once for a sustained period, the Committee should meet with the President to explore his point of view and gain a greater understanding of his perceptions.

(vii) The Committee's written report(s) to the Board should be succinct and susceptible of oral elaboration. Defamation of character, slander and unsubstantiated charges must be avoided.

(viii) Alternative recommendations are welcome if they frame a choice of direction for the Institute. Recommendations and reports need not be unanimous. Reasonable written dissents should be distributed with recommendations.



# Faculty & Staff Statements

(The following statements were read at the Board of Trustees meeting on Dec. 16)

The Faculty Senate respectfully submits the following statement with confidence in the wisdom and integrity of the Board of Trustees to act in the best interests of the San Francisco Art Institute.

We, the Faculty Senate, in support of the committee system and as representatives of the whole faculty, feel that we have not been consulted in regard to the future of the San Francisco Art Institute. With lack of policy statements or intent, coupled with a disregard for By-law's procedure, the administrative head has implemented a dichotomy between art administration and art education by redefining the purpose and function of the Art Institute at the administrative level without adequate consultation at the art education level, i.e., faculty and students.

This gulf is most noticeable in the following areas: 1) the student petition, 2) the damage done to creative output of both faculty and students, and 3) the hesitancy of the faculty to support any administrative changes. At this time we would like to call your attention to the faculty's position with regard to the following issues:

1. Because of the general damage done to faculty and student morale and the lack of confidence in the present chief administrative officer, we, the Faculty Senate and the faculty at large, give Arnold Herstand a vote of no confidence. The faculty was polled with regard to this issue; the vote being 48 for, 3 against, 5 abstentions, and 2 not able to be contacted.
2. We, the Faculty Senate, wish to reassert our support of the committee system as stated in the Faculty Senate By-laws:

   "The object of this organization is to participate in the policy making function of the college through the establishment of a forum for the interchange of information and the formation of faculty policy and recommendations. It will make recommendations to the Board of Trustees of the San Francisco Art Institute. The Senate's principal interest is interdepartmental. It will concern itself primarily with general and not departmental matters of faculty planning and policy making."

   The concept of the Faculty Senate as an academic policy making body was asserted the past year in the following minutes: Dec. 3, 1974, Dec. 17, 1974, Sept. 15, 1975, and Dec. 2, 1975:

   "The purpose of the Faculty Senate shall be to review and develop in consultation with the Dean of the College, policy with regard to all aspects of the educational program of the College, for recommendation to the College Committee or other Trustee committees as may be appropriate."
3. The faculty expresses deep dissatisfaction with the President's attempt to change the philosophical basis of the school as evidenced by the proposed accreditation report which included a change in the concept of student and faculty representation on the Board.
4. We commend the students on their mature and affirmative action with regard to issues presented in their petition.
5. We feel that the problems we are facing at this time are partially due to ambiguities in the By-laws as written. We furthermore agree that a committee should be formed for re-examination and possible revision of the By-laws. The committee should be composed of equal representation of the four constituencies of the Institute: general members, artists, faculty and students.
6. Our vote of no confidence indicates that the San Francisco Art Institute faculty, with all due respect, wish the Board of Trustees to ask Arnold Herstand for his resignation as President of the Institute.

STAFF STATEMENT

The staff members* of the San Francisco Art Institute feel it necessary to inform the Board that we acknowledge the seriousness of the issues motivating the current actions taken by the student body. We support their petition and urge the Board of Trustees to act both quickly and judiciously to resolve the questions raised by these issues.

*"Staff" here does not include the 4 chief officers of the Institute--Ascott, Bush, Linhares and Young. In a poll taken of 37 staff members of whom 5 are part-time, the vote to present the above statement to the Board was 31 for, 0 against, 5 abstentions, 1 unable to contact.

Stanley Greene

## Registration Postponed

Students gathered at the Rally voted overwhelmingly to postpone pre-registration until January 13,1976. The vote was officially sanc by Roy Ascott, College Dean, who declared preregistration postponed.

These actions resulted after a proposal by the Board of Trustees to form an investigating committee research the motivations of the student petitions.

During the Rally various people made statements and read letters of support from well known members of the SFAI artist community. Then a group of local musicians played some fine blue grass music to the enjoyment of most everyone.

After the Trustees meeting was adjourned Ray Mondini, acting - chairman of the Faculty Senate, emphasizing the Faculty vote of no confidence for Arnold and support for the actions of the student body. Then Sharon Golden read the SFAI Staff's statement also emphasizing a 31 to 0 vote of no confidence for Arnold.

There is unity among us as we carry it on one step at a time.

# Artists' Support

I would like to voice concern and support for the issues now confronting the Art Institute and the student body. I don't know the particulars of all the issues and facts involved - but from what I have heard and read so far - it sounds to me like there are some transgressions and broken promises which should be accounted for. I couldn't say at this time that I'm on one side or the other - but the Art Institute and its continued life and spirit are important to me and to the community and it seems like a good time to get this problem looked at and figured out. That's not said so well I feel - but I am concerned - I've heard rumblings and dissatisfactions since the new president arrived. I'm glad the hassles are getting some air.

Sincerely,
William T. Wiley

As an alumnus, former teacher at SFAI and artist in the community, I am in full support of the endeavors of the students, faculty and staff to restore dignity, integrity and seriousness of purpose to the San Francisco Art Institute.

Sincerely,
Joan Brown

Though I no longer teach at SFAI, I was one of the faculty members involved in getting students and faculty on the Board, and also in getting the tuition waiver program, so I guess I am, already, a thorn in Herstand's side. But the school has always been responsive to the students, and has always been oriented toward artists, and if Herstand is able to change that, he will kill something more valuable than just the school.

Kathan Brown

There's a GAP at the bottom of the hill
Why should there be one at the top.
--Robert Hudson

The Institute is a part of our lives that we carry with special care and love - How important to rally now to its solidarity.

--Cornelia Schulz

I've been associated with the school for most of my life. The spirit is not a myth.
---Sorry that Herstand didn't understand it.
---Sorry that Herstand didn't understand people like Diane Harsh and what she contributed. She cared.
---Sorry that he didn't understand the tuition waiver program--and the people that were in it.
---Sorry for Herstand.

--Carlos Villa

So much noise - for so long - about one person - worse - aggressive silence from faculty. It doesn't seem that the Art Institute deserves these considerations yet. I woud vote, without personal knowledge, to let Arnold H. go. On the grounds of being a public nuisance.

--William G. Allan

As an ex-SFAI teacher with a history of active participation in the attempt to democratize the school, I am compelled to state full support for the students, faculty and staff in this current struggle to reconstitute the Art Institute.

The goal of a redrawn constitution with a true redistribution of power and responsibility is the only hope for the future of the school.

Yours truly,
Gordon Cook

## President's Report

The President's report was the first item of business for the Board of Trustees meeting. In it Arnold Herstand announced, among other things that (1) "equitable pay distribution" for faculty is still a goal he hopes to achieve by the 1976-77 academic year, (2) tuition in UICA schools is expected to rise 10% next year, (3) UICA has come up with figures on the reasons why students choose to attend specific schools, the 5th and final reason being size and spirit.

I would like to suggest to everyone that once again the Art Institute has proven itself to be the beautiful exception.

By Debby Gummere

The SFA EYE has used up its budget of $800. The Director of Administration has refused to allocate money from other parts of the budget.

This issue of the EYE is financed by faculty contribution and a $75 contribution from the Women's Board. We thank them all.

Staff for this issue: Students, faculty and staff.
Editor: Howard Petrick.

Tuition Waiver cont. from page 4

itself to the recruitment of "third world persons." In the words of the Director of the College, '.What is a third world person?" Tom Young asked then this tickling question, "Is a Mexican-American who lives in Hillsborough a third-world person?"

The previous director of the Urban Arts program stated his opinion in this way: The third world refers to that group in our political structure whose ethnic roots do not originate on the European continent. The first world, said Monty Cardwell, refers to the capitalist nations, and the second world to the communist nations. The third world refers to those "non-aligned nations," whose emergence in our time is marked with the struggle for independence, and for equal opportunity with those of European heritage.

This question is important because an Israeli student who applied for a tuition waiver at the Art Institute was turned down. His plea was raised on the legal front by two lawyers: Ephraim Margolin, a Jewish lawyer of considerable repute, and Shelly Fernandez. This decision was reached--that if a Jewish student could prove he was a non-European Jew, or if at least one of his parents could be considered a third-world person, he would qualify for a tuition waiver scholarship.

Another point of great importance is this, that third-world students do not think in terms of going to a private school . This is obvious from the number of students who registered in the school prior to the affirmative action which was practiced through the tuition waiver and Urban Arts programs. The mental and physical orientation of third-world people cannot be seen, or expected to function in the same way as that of white kids from middle class to upper class families. This is why you have to go out into the third-world communities and actively encourage their participation in this great experiment that is the Art Institute. And the most positive and committed way to do this is with a program which ensures that they CAN participate. The single most significant fact about the tuition waiver program was that it allowed entry into the Art Institute community to low-income third-world students, without requiring that they pay a prohibitive tuition either in the first semester or thereafter.

Let us deal now with the effect of the McGuire proposal, which was to create funded and unfunded scholarships. It is important to note that we are speaking about Art Institute scholarships, and not any scholarships which are federally funded. Tom Young, business manager for the Institute, claims that a money value had to be placed against the tuition waiver credits in order to include this program in the school budget. This was necessary for auditing purposes, he said. Since, in budgetary terms, the tuition waiver was an unfunded scholarship, it represented a deficit in the budget. Herstand was later to claim that that "deficit" was income the Art Institute was not making, and in fact that that was the COST of the program. Prior to this move, let us not forget, the tuition waiver was not expressed in monetary terms. Furthermore, since the class size had been reduced to 20 from 25, Herstand claimed that this "loss" in revenue was aggravated by the extra load of the still remaining one third-world student per class.

The tuition waiver, however, was not the only "unfunded scholarship" offered by the Art Institute. Within the regular scholarship program there was one referred to as a "tuition remission scholarship." This functioned similarly to the tuition waiver program.

Neither the regular scholarship program, which consisted of funded and tuition remission areas, nor the tuition waiver program contradicted federal legislation. The Civil Rights Act states clearly in Part 80, Section 1, that "no person in the United States shall, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination UNDER ANY PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE FROM THE DEPARTMENT OF HEALTH, EDUCATION AND WELFARE.

None of the Art Institute initiated programs fall under this qualification. Federal programs in which the Art Institute participates include the Basic Educational Opportunity Grants, the Supplementary Educational Opportunity Grants, both of these which we must notice, are GRANTS, and the Federally insured loans, California loans, etc.

Of the Art Institute scholarships, the funded portion accounts for $55,000 of the total figure of $300,000. The tuition remission program, an unfunded program, accounts for $110,000. The tuition waiver program is seen to represent the monstrous sum of $189,000.

Ira Durant, the new Financial Aid Director, spoke about his arrival at the Art Institute. "I was told when I arrived in February of 1975, while the transition was taking place from tuition waiver to scholarships, that the program was being terminated because it was discriminatory." He then explained that he was clearly instructed to seek out alternative sources of income for funding the unfunded portion of the scholarship program. Since that time, the California State Scholarships, BEOG's and SEOG's have arrived and some people were able to make application before the deadline. The California State Scholarships, he told me, are available both to undergraduate and graduate students.

This is some of the funding which makes the scholarship program at the Art Institute more independent. Tom Young assured me that the drop in scholarship allocation in the 1975-76 budget from the $300,000 figure it was in 74-75 to the $230,000 that it is now, is primarily because the above mentioned grants have been made available. This fact, however, contradicts Herstand's claim at the first student forum that scholarship funds have increased this year. The fact is, that there are fewer unfunded scholarships this year, and taking into consideration that no tuition waiver students were enrolled into the Institute this fall, though others were graduated last spring, the actual drop in unfunded scholarships may be seen to reflect the tuition waiver scholarships not renewed for the year 75-76. This total amounts to $70,000.

Ira Durant has been seeking other sources of income, as is evidenced by the replies from several embassies to his request for information on money or scholarships offered by governments to students studying abroad. Among the replies received it can be noted that the governments of Argentina, Israel, Iran and Algeria provide such assistance. Those providing no assistance include Chile, France, Ireland, India, Norway and the Netherlands, in which country you must apply before leaving.

In the interest of truth, I would like to state these points. It is quite obvious that although the tuition waiver program was eliminated, alternative arrangements WERE made for those affected. The further consequence of this is, of course, to see that that would not have to happen again. In the course of about two years, this Institute without an affirmative action program, will return to its former state of not only the walls being whitewashed, but also the student body.

in this article, and for the purpose of clarity, I have confined my comments to the tuition waiver program. Hopefully, when this is discussed on a higher level, it will be seen necessary to include the issue of the Urban Arts program, for even though the two programs were separate, they are inseparable. The tuition waiver students some time ago voted to work for one whole semester in the Urban Arts program, that is in the community, as a way of showing their gratitude to the Art Institute for the privilege of the scholarship they were given. With the elimination of the tuition waiver program, Herstand killed the proverbial two birds with one stone. His next move was to appoint the vice-chairman of the Board of Trustees to look into the Urban Arts program. This was never put into writing. A member of the Board of Trustees donated a sizable sum of money to help fund the Urban Arts program. Inspite of the fact that the program was earmarked for termination that money was accepted. How was the program terminated? The Director of the Urban Arts was given the chance to continue teaching at the Institute. But now he could not run any kind of program close to the previous one, with the tuition waiver students no longer bound to man that program. Instead of becoming the house nigger the director declined to continue.

Many people feel that a great injustice has been done to the third world community which participates in the larger community of the Art Institute. I have tried to give this basis. It is only fair, now that the Art Institute Spirit asserts itself, to reconize this fact and take AFFIRMATIVE ACTION and restructure the entire situation to the truest benefit of everyone.

These proposals should be considered by the Faculty Senate, the Governance Committee, the College Committee, the Student Senate, and the Board of Trustees as a whole as tentative towards the reestablishment of a tuition waiver program, perhaps given another name in keeping with the insights into the program now attained, and to make it consistent with the policy of the Art Institute as a whole. Someone said that Arnold Herstand may be the best thing that ever happened to both the tuition waiver and Urban Arts programs. Both needed restructuring. He has focussed on that and provided the opportunity. Whatever the outcome of the larger issue may be , it is necessary to see that some rectification of the wrong wrought in the name of right be undertaken. Here are the proposals then:

1) That a scholarship program be established with the explicit intention to engage and secure the participation in the Art Institute of third world students and faculty.
2) That this program be titled 'Unfunded' unless actual funds may be made available to be used in this program.
3) That this program be applicable to both undergraduate and graduate levels at the Art Institute.
4) That the co-ordinator of the program be a paid professional having the qualifications of being both an artist and also have counselling experience and/or training.
5) That this co-ordinator sit on the College Committee. And maintain an equal relationship to the financial aid officer, work in cooperation with the same and report to the College Committee.
6) That this co-ordinator should chair a board consisting of , a) three faculty members; two third world members and one white; b) three student members; one third world U.S. citizen one third world foreign student, and one Student Senate member; c) one Board member.

This board will function as a selection committee and review applicants for the scholarship, paying special attention to merit as evidenced in a portfolio, and need.

7) That the co-ordinator should be of a third world origin.

Stanley Greene

Women's Show: We hope that in all of the excitement Tuesday people didn't miss the WS IV9 exhibition held in the Conference Room.

# THE THIRD WORLD TUITION WAIVER PROGRAM

By Lawrence Andrews

Let us take a little time and consider what lies beneath the charges laid before Arnold Herstand, that he "committed a breach of promise by the elimination of the tuition waiver program, with no alternative program or solution set up for those affected."

It was Arnold Herstand who stated openly before the first and second student forums that "the tuition waiver program was discontinued because it was illegal."

When he was first interviewed for the position of President of the Art Institute, Herstand said that he supported the tuition waiver program and also minority participation at the Art Institute. Among the first acts of Herstand was a criticism without basis of the third world programs then in effect at the school. His attacks must be seen as a focusing of much negative energy which has been directed to third world people and the programs through which they were associated with the Art Institute.

When the tuition waiver program was first initiated, it was agreed in principle, that since there was a noticeable lack of minority student participation in the Institute (as may be detected at present in the construction of the faculty), some program was needed to bring about balance. The faculty agreed that one student would be permitted to participate in each class, above the then maximum of 25 students per class. Though this number of students per class was dropped to 20, the program was not discontinued, and in fact became re-defined in terms of a proportional relationship to paying students--ten per cent.

As time passed, the program was extended into the graduate level. The original coordinators of the program, Ed Guerrero and Carlos Villa, with some assistance from Mary O'Neal, surrendered their positions to the energy and drive of Monty Cardwell. who at that time was also organizing the fledling Urban Arts program. Soon these two jobs became difficult for him to carry on alone, and the tuition waiver program was then administered by David Watanabe, an instructor in the Photography Department, under whose leadership it could not be defended against the determined attempts of Herstand to terminate it.

One Board of Trustees member commented to me that "Arnold has a way of using committees."

In fact, a committee titled the "Task Force on Financial Aid" was established under the chairmanship of Mrs. Elinor McGuire. Other Board members on that committee were: J. Melchert, D. Graf, M. Shaw, R. Reisman and Arnold Herstand. At the first and only meeting of this committee, Tom Young and Diane Harsh, the present Director of Administration and the ex-Dean of Students respectively, were present. Though this committee was called to investigate financial aid at the Institute, neither Monty Cardwell nor David Watanabe were told of its convening, nor were they invited to testify.

Mrs. McGuire said to me, "The intent of the committee was that everyone who was on tuition waiver would be taken care of." The tuition waiver program was unceremoniously pronounced dead, and the only notice of its demise was the telephone poll of committee members made by Mrs. McGuire which approved the recommendations of her committee to the Planning Committee as follows:

"(that) Tuition waivers be discontinued in the fall term of 1975 in favor of granting "unfunded" scholarships described in dollars to be applied against tuition. No scholarship will be specified as funded or unfunded, but scholarships in excess of the funds available will be granted."

Mrs. McGuire informed me that she had received a letter from the President to the effect that he had received a memorandum from the Department of Health, Education and Welfare which specifically warned about discrimination in the hiring policies of schools and other institutions receiving federal funding, and also in regards to scholarship programs of the same. This letter, she said, clearly stated that the tuition waiver program was illegal.

Diane Harsh, as the then coordinator of the scholarship programs run by the Art Institute, is said to have protested against the elimination of the program. There was one other person at the committee meeting who protested--Richard Reisman, a lawyer who had worked for ten years at the San Francisco bureau of HEW.

Reisman, in a telephone interview with me, said that he figured there was an error in Herstand's letter. "I went back to my office and did some homework." He discovered there was no such memorandum. The memorandum which Herstand seems to have referred to is titled: MEMORANDUM TO COLLEGE AND UNIVERSITY PRESIDENTS, and begins--"The Office for Civil Rights (OCR) has responsibility for the enforcement of Executive Order 11246, as amended, with respect to employment at colleges and universities which hold federal contracts." Under the Executive Order, federal contractors, including institutions of higher education, are prohibited from discriminating against any person on the basis of race, color, religion, sex, or national origin in recruitment, selection, promotion and any other employment practices and procedures." This is a policy which in fact should be instituted at the San Francisco Art Institute.

Reisman quoted for me two cases where students at a medical college and a law university had sued on the basis of discrimination against them. I do not wish to discuss in this article the actual circumstances and details of either of those situations since they will be discussed in the correct time and place, but clearly, said Reisman, the issue was "whether minority groups could be given preference of admission to a college on the basis of race or creed." In the case of the law student, the state and supreme court held that it was NOT illegal.

"Some kinds of discrimination are legal," said Reisman, "some kinds are illegal. Some kinds of illegal discrimination are inappropriate. But I think, though the tuition waiver program at the Institute was discriminatory, it was not unconstitutionally discriminatory."

In spite of his legal experience and his position on the staff of HEW, the committee did not refer to Reisman's knowledge on this matter, but went ahead with the hatchet and ended 6 years of affirmative action at the Art Institute.

The bloodlessness of this coup, and the fact that neither students nor faculty were invited to tender their opinions on the matter, and the blatant form of the claim, contrary even to his quoted evidence, that Herstand made, was further enforced apparently by his next claim, that in spite of this fait accompli, the enrollment of minority students had risen in the 1975-1976 year.

In actual life, figures obtained from the registrar's office and pertaining only to minority student enrollment, read thus: total full-time students, fall 1974--(93); part-time students--(38). Total full-time students, fall 1975--(95); part-time students--(26).

Previous to the formation of the McGuire committee, the tuition waiver was not seen in terms of real money. At that time, the ten per cent minority slice of the pie was interpreted in terms of credits, and these credits were divided among the students who were attending the Institute and also those who wanted to attend. A form of review had been instituted which worked this way. If a student flunked a class, he or she was not allowed to have the class (read credit) in the following semester. That credit went to another student who had gotten less than the full amount of 4 that semester, or to an incoming student. This was meant to tighten up on students, some of whom had become lax in their work. There were complaints by both faculty and white students that they worked harder but didn't have the same opportunities. This is a valid claim.

There were also claims that some foreign students who were receiving tuition waivers could afford to pay. In fact, after the Internal Revenue Service form was instituted which is mandatory for all students applying for scholarships to fill out, some of the students, both white and third-world, were prevented from continuing this fraud. But foreign students were not affected by this form. The financial aid director has since acquired a form which any foreign students wishing to obtain scholarships must send to his bank, or that of his parents, in the country of origin. The bank then returns this to the financial aid director. This system is in use at the University of California, Berkeley.

Now, let us turn to a very thorny problem. We have discerned that the tuition waiver program was in fact a "discriminatory" program, in that it allowed or rather, disallowed certain people from obtaining what it offered. We have to understand that the program was consciously set up to redress a situation which had existed here for one hundred and four years. In order to do this, drastic steps were taken (and still need to be taken) to effect a change long needed. The program directed

cont. on page 3

William Loo